



**CITY OF LODI  
COUNCIL COMMUNICATION**

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**AGENDA TITLE:** Adopt Resolution Approving Side Letter Amending the 2008-2013 Memorandum of Understanding Between the City of Lodi and the International Brotherhood of Electrical Workers, Local 1245.

**MEETING DATE:** June 2, 2010

**SUBMITTED BY:** Human Resources Manager

**RECOMMENDED ACTION:** Adopt resolution approving side letter amending the 2008-2013 Memorandum of Understanding between the City of Lodi and the International Brotherhood of Electrical Workers, Local 1245.

**BACKGROUND INFORMATION:** This agreement modifies the existing Memorandum of Understanding (MOU) between the City and the International Brotherhood of Electrical Workers, Local 1245 (IBEW). The current MOU is effective January 1, 2008 through December 31, 2013.

The side letter includes amendments to the following articles (see Attachment A):

- Article 4.4 would allow Electric Line Apprentices to receive the 10 percent Rubber Glove incentive upon certification;
- Article 4.7b provides clarification as to which employees are required to have and maintain a Class "A" commercial driver's license within the Electric Utility Department;
- Article 5.1 provides clarification regarding Standby Duty for Utility Service Operators;
- Article 7.2 would provide the Construction/Maintenance Supervisor and Electric Apparatus Mechanic, in addition to those classifications previously stated in the MOU, a boot allowance of \$250 per calendar year.

**FISCAL IMPACT:** In Fiscal Year 2010/11 the impact to the Electric Utility would be approximately \$7,700.

**FUNDING AVAILABLE:** Increased costs will be absorbed within existing appropriations of the Electric Utility Department.

Respectfully submitted,

Jordan Ayers, Deputy City Manager/Internal Services Director

Dean Gualco, Human Resources Manager

APPROVED:

Konrad Bartlam, Interim City Manager

SIDE LETTER TO THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL  
WORKERS, LOCAL 1245 MOU

- A. The City of Lodi and the International Brotherhood of Electrical Workers currently operate under a Memorandum of Understanding effective January 1, 2008 through December 31, 2013 as Amended by Addendum dated February of 2009.

This Side Letter is to amend the following articles:

Article IV – Salary shall be amended to read as follows:

Section 4.4 - A Rubber Glove premium of 10% shall be available for eligible lineman, **electric line apprentice**, foreman, and troubleshooter classifications. Eligibility will be determined by the Electric Utility Department based upon industry standards.

Section 4.7b – (from September 2009 Side Letter) Employees represented by the IBEW in classifications employed within the Construction and Maintenance Division and hired after August 1, 2008 will be required to have and maintain a Class "A" commercial driver's license within 1 year of their hire date. Following the issuance of a Class "A" license, these employees will receive \$600 per year (pro rata to date of issuance of license) for maintaining a Class "A" license and annually thereafter in accordance with City policy. In addition, the Electric Utility Director may determine in the best interest of the Department to encourage additional employee(s) represented by the IBEW, depending on an individual's qualifications and Department needs on a case-by-case basis, to maintain a Class "A" license and, if the employee voluntarily does so, to receive the same Class "A" incentive payment.

Article V – Standby Duty, Section 5.1 shall be amended to add the following:

When the standby operator is called or paged after hours (10:15 pm – 6:30 am) either by accidental call or an event that requires their attention, without travel, the Standby Operator will be compensated ½ hour at the standby rate. The number of calls in one night has no cap, but the operator shall make an attempt to mitigate nuisance calls if possible. If the call requires the operator to travel to the control room or other work site to respond, the Operator shall be paid in accordance with the existing MOU between the City of Lodi and the IBEW's contract.

The standby Operator shall be required to take home a cell phone issued by the City of Lodi or may use their own private cell phone to annunciate and acknowledge alarms from SCADA. For purposes of annunciating and acknowledging alarms, it shall be noted that Standby Operator shall have the ability to access SCADA alarms via secure internet connection. In the event

the Operator chooses to use his own private cell phone for alarm annunciation, the City of Lodi is not required to reimburse the operator for such use. The Standby Operator will carry at all times, when on standby, a current call out list of Electric Utility and Public Works Department personnel to be able to dispatch those individuals from wherever they are at the time.

The purpose of this Agreement is to clarify call outs and call out procedures for the Utility Operators on Standby. It is also to provide quicker response time in emergencies within the electric and water systems.

Article VII – Tool and Uniforms, Section 7.2 shall be amended to read as follows:

In addition, the City will provide a boot allowance of \$250.00 per calendar year to all Lineman/Linewoman, Line Foreman/Line Forewoman, Troubleshooter, **Construction/Maintenance** Supervisor, and Electric Apparatus Mechanic. In addition, the City shall provide a boot allowance of \$150.00 per calendar year to all Electricians, Electrical Technicians, Utility Equipment Specialist, Electric Line Apprentices, Metering Technicians and Metering Electricians. This amount will be paid quarterly as part of a regular pay check.

This Side Letter shall not become effective until approved by the Lodi City Council.

CITY OF LODI,  
a municipal corporation

International Brotherhood of  
Workers, Local 1245

\_\_\_\_\_  
KONRADT BARTLAM, City Manager

By \_\_\_\_\_  
Business Agent

\_\_\_\_\_  
DEAN GUALCO, HR Manager

ATTEST:

\_\_\_\_\_  
RANDI JOHL, J.D., City Clerk

APPROVED AS TO FORM:

\_\_\_\_\_  
D. STEPHEN SCHWABAUER  
City Attorney 

RESOLUTION NO. 2010-87

A RESOLUTION OF THE LODI CITY COUNCIL  
AMENDING THE 2008-2013 MEMORANDUM OF  
UNDERSTANDING BETWEEN THE CITY OF LODI AND  
THE INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, LOCAL 1245

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NOW, THEREFORE, BE IT RESOLVED that the Lodi City Council does hereby approve an amendment to the International Brotherhood of Electrical Workers (IBEW), Local 1245, Memorandum of Understanding (MOU) as follows:

**Article IV – Salary**

4.4 Removed and replaced as follows:

A Rubber Glove premium of 10% shall be available for eligible lineman, electric line apprentice, foreman, and troubleshooter classifications. Eligibility will be determined by the Electric Utility Department based upon industry standards.

4.7b (from September 2009 Side Letter) Removed and replaced as follows:

Employees represented by the IBEW in classifications employed within the Construction and Maintenance Division and hired after August 1, 2008, will be required to have and maintain a Class "A" commercial driver's license within 1 year of their hire date. Following the issuance of a Class "A" license, these employees will receive \$600 per year (pro rata to date of issuance of license) for maintaining a Class "A" license and annually thereafter in accordance with City policy. In addition, the Electric Utility Director may determine in the best interest of the Department to encourage additional employee(s) represented by the IBEW, depending on an individual's qualifications and Department needs on a case-by-case basis, to maintain a Class "A" license and, if the employee voluntarily does so, to receive the same Class "A" incentive payment.

**Article V – Standby Duty**

5.1 Add the following:

When the standby operator is called or paged after hours (10:15 p.m. – 6:30 a.m.) either by accidental call or an event that requires their attention, without travel, the Standby Operator will be compensated ½ hour at the standby rate. The number of calls in one night has no cap, but the operator shall make an attempt to mitigate nuisance calls if possible. If the call requires the operator to travel to the control room or other work site to respond, the Operator shall be paid in accordance with the existing MOU between the City of Lodi and the IBEW's contract.

The Standby Operator shall be required to take home a cell phone issued by the City of Lodi or may use their own private cell phone to annunciate and acknowledge alarms from SCADA. For purposes of annunciating and acknowledging alarms, it shall be noted that Standby Operator shall have the ability to access SCADA alarms via secure internet connection. In the event the

Operator chooses to use his own private cell phone for alarm annunciation, the City of Lodi is not required to reimburse the operator for such use. The Standby Operator will carry at all times, when on standby, a current call out list of Electric Utility and Public Works Department personnel to be able to dispatch those individuals from wherever they are at the time.

The purpose of this Agreement is to clarify call outs and call out procedures for the Utility Operators on Standby. It is also to provide quicker response time in emergencies within the electric and water systems.

## **Article VII – Tool and Uniforms**

### 7.2 Amended to read as follows:

In addition, the City will provide a boot allowance of \$250.00 per calendar year to all Lineman/Linewoman, Line Foreman/Line Forewoman, Troubleshooter, Construction/Maintenance Supervisor, and Electric Apparatus Mechanic. In addition, the City shall provide a boot allowance of \$150.00 per calendar year to all Electricians, Electrical Technicians, Utility Equipment Specialist, Electric Line Apprentices, Metering Technicians, and Metering Electricians. This amount will be paid quarterly as part of a regular pay check.

Date: June 2, 2010

I hereby certify that Resolution No. 2010-87 was passed and adopted by the Lodi City Council in a regular meeting held June 2, 2010, by the following vote:

AYES: COUNCIL MEMBERS – Hansen, Hitchcock Johnson, Mounce,  
and Mayor Katzakian

NOES: COUNCIL MEMBERS – None

ABSENT: COUNCIL MEMBERS – None

ABSTAIN: COUNCIL MEMBERS – None

  
RANDI JOHL  
City Clerk